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16 AUG 1978

MEMORANDUM FOR: Deputy Director for Administration

FROM: Director of Central Intelligence

SUBJECT: Suggestions from Congressional Women's Caucus

REFERENCE: Memo to DCI from DDA, 3 Aug 78, Same Subject (ER 78-9641/2)

1. Thanks for your memo in response to the suggestions from the Congressional Women's Caucus. With respect to item 2C, the bolstering of recruitment of women with scientific and technical backgrounds, I recently met with the Women's Federal Program Coordinator, Ms. Diane Herrmann. She indicates that her organization keeps track of which colleges produce women graduates in different academic areas. I'd like to take advantage of this or any other kinds of data as to where particular pools of women's academic expertise are located. I'd like to survey the Agency to see in which academic skills we have the greatest need for recruiting women in order to increase the percentage of women in particular branches or areas where there are rather few today. Then I'd like to look at whether our probability of obtaining women with these particular skills is better at MIT or Wabash or Iowa State or Stanford or where. In short, I would like to see our recruiters with specific goals tailored to our shortages and specific guidance as to where in their geographical areas they are most likely to find the type of women we need.

2. In paragraph 2D, it was Representative Schroeder of Denver who indicated that when applying for a job she was not given any indication of what work she might do. Her complaint was not really that she thought she was being channeled into secretarial work vice professional work; her complaint was that everything was held so mysteriously that she didn't know whether she was going to be considered for analytic work of the type done in NFAC, or clandestine work of the type done in DDO, or scientific work of the type done in DDS&T. I certainly hope that we approach our recruiting today in a much more open manner, whether it's for males or females.

3. In paragraph 3 of your memo, you indicate that our recruiters visit organizations and schools which are predominantly composed of

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women. I'd enjoy knowing which women's colleges these are and whether we get more women professionals from women's colleges or from coed colleges, and, if so, which of the coed colleges are our best sources of women professionals.

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cc: CIA Federal Women's Program Manager

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